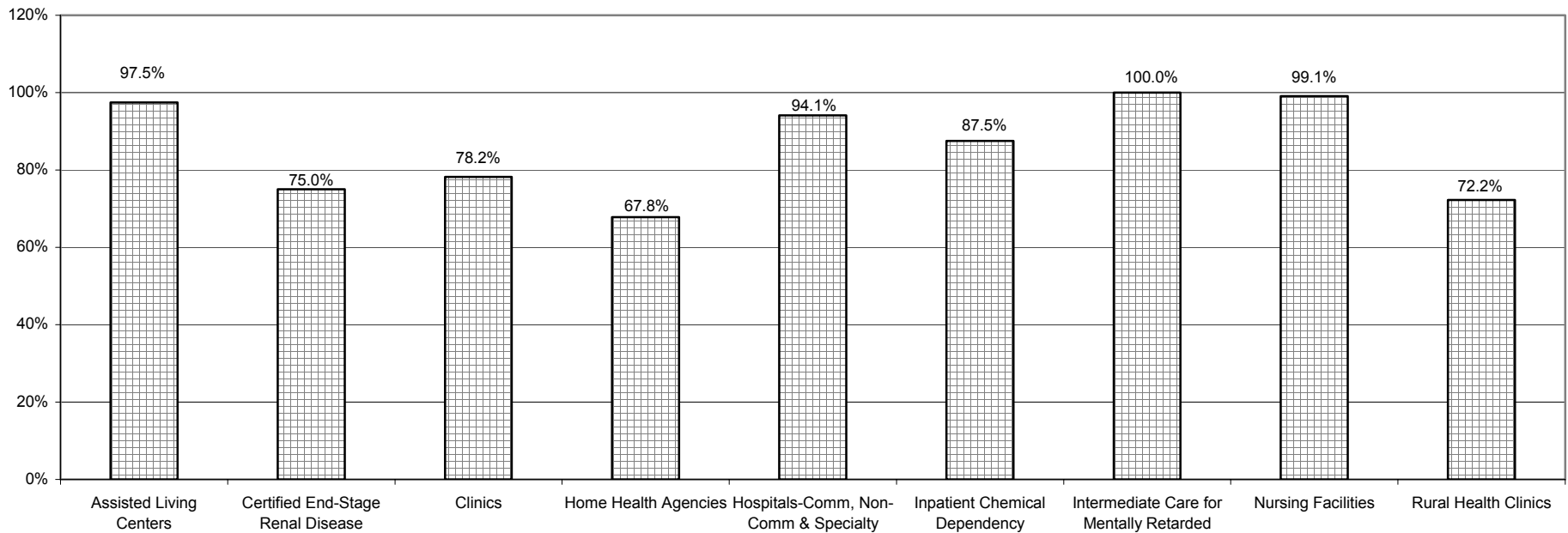


## Facility Type

Figure 15 illustrates the return rates for each facility type. Intermediate care for mentally retarded facilities had a 100 percent return rate on their surveys. Assisted living centers, hospitals, and nursing facilities all fell within the 90 percent range for return rates on their surveys. Inpatient chemical dependency facilities fell within the 80 percent range for

return rates on their surveys. Certified end-stage renal disease, clinics, and rural health clinics fell within the 70 percent range for return rates on their surveys. Home health agencies fell within the 60 percent range for return rates on their surveys.

**Figure 15**  
**Return Rates for Type of Facility**



Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records

## Assisted Living Centers

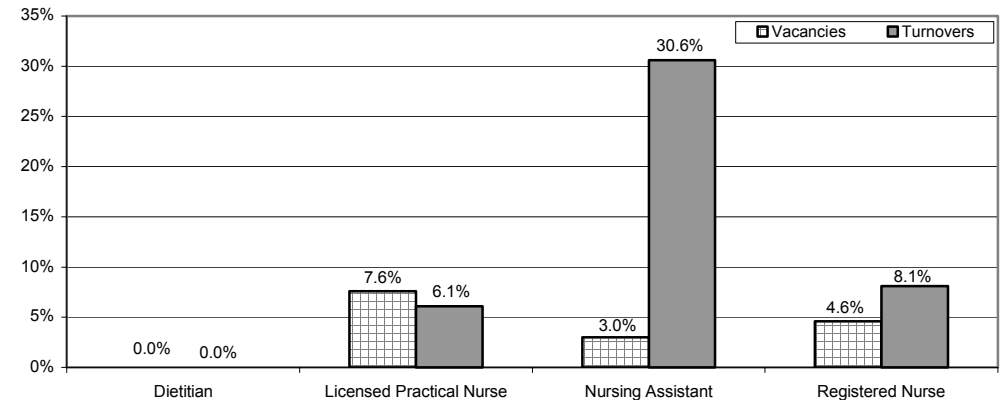
Out of the 157 assisted living centers in South Dakota, 153 returned their survey for a return rate of 97.5 percent. Figure 16 shows the key health care professionals that are employed in assisted living centers. They include dietitian, licensed practical nurse, nursing assistant, and registered nurse. The position with the highest vacancy rate is licensed practical nurse with 7.6 percent, while the position with the lowest vacancy rate is dietitian with 0 percent. The position with the highest turnover rate is nursing assistant with 30.6 percent, while the position with the lowest turnover rate is dietitian with 0 percent. Overall, assisted living centers had 3.5 percent of budgeted vacancies and 26 percent of turnovers.

Figure 17 shows the responses why vacancies were hard-to-fill in assisted living centers. The top three responses for why vacancies were hard-to-fill were “job entails shift work of undesirable hours”, “lack of applicants”, and “applicants lack the qualifications we want”, respectively.

### Assisted Living Center Defined

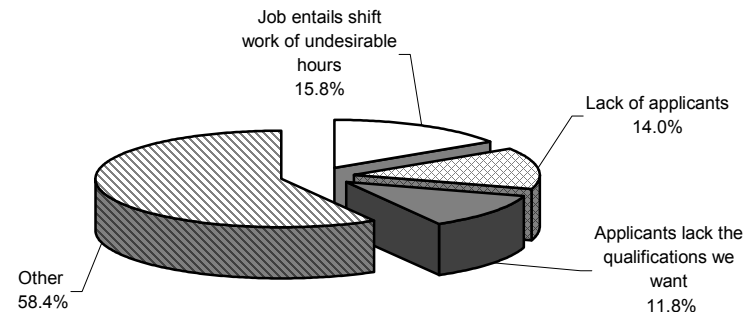
*An assisted living center is defined as any establishment which is maintained and operated to provide personal care and service for five or more persons, whether for consideration or not, who by reason of age or infirmity, are dependent upon the services of others to carry out normal daily living activities, to regulate their living habits, or to protect them from environmental and other hazards. This care and service shall be provided by competent and qualified individuals who shall maintain a minimum of .80 hours of resident care in every 24- hour period for each in-resident.*

**Figure 16**  
**Assisted Living Centers – Percent of Vacancies and Turnovers**



Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records  
 Note: Turnover is the number of employees who left the facility during the fiscal year.  
 Vacancy numbers are as of January 31<sup>st</sup> 2004.  
 For definitions of percent of vacancies and percent of turnovers see Appendix A.

**Figure 17**  
**Assisted Living Centers – Responses of Why Vacancies Were Hard-to-Fill**



Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records

## Inpatient Chemical Dependency Facilities

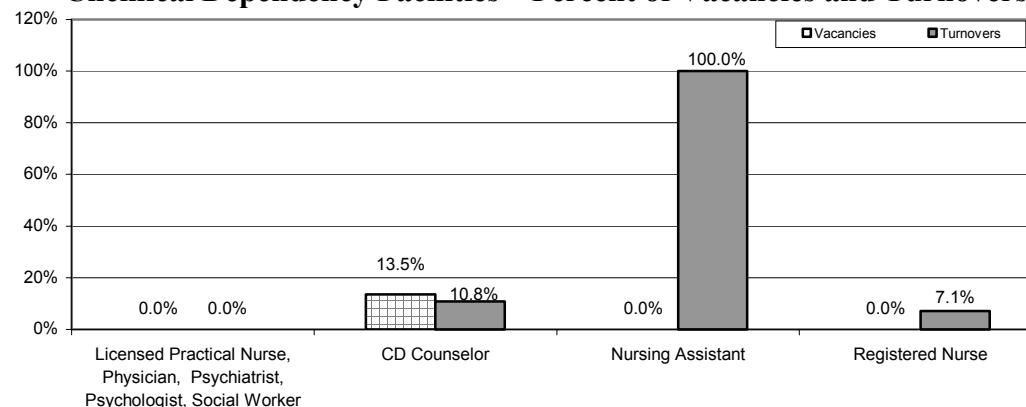
Out of the eight inpatient chemical dependency facilities in South Dakota, seven returned their survey for a return rate of 87.5 percent. Figure 18 shows the key health care professionals that are employed in inpatient chemical dependency facilities. They include CD counselor, dietitian, licensed practical nurse, nursing assistant, physician, psychiatrist, psychologist, registered nurse, and social worker. The position with the highest vacancy rate was CD counselor with 13.5 percent, while the position with the lowest vacancy rate was licensed practical nurse, nursing assistant, physician, psychiatrist, psychologist, registered nurse, and social worker all with 0 percent. The position with the highest turnover rate was nursing assistant with 100 percent, while the position with the lowest turnover rate was licensed practical nurse, physician, psychiatrist, psychologist, and social worker, with 0 percent. Overall, inpatient chemical dependency facilities had 5.5 percent of budgeted vacancies and 13.2 percent of turnovers.

Figure 19 shows the responses why vacancies were hard-to-fill in inpatient chemical dependency facilities. The top response was “too much competition from other employers”. The second highest response had a three way tie among “lack of applicants”, “company/industry doesn’t pay enough”, and “job entails shift work of undesirable hours”.

### Inpatient Chemical Dependency Defined

*Inpatient chemical dependency facility is defined as a facility which provides diagnosis and therapeutic services to patients with alcoholism or other drug dependencies. Includes care for inpatient/residential treatment for patients whose course of treatment involves more intensive care than provided in an outpatient setting or where patient requires supervised withdrawal.*

**Figure 18**  
**Chemical Dependency Facilities – Percent of Vacancies and Turnovers**



Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records

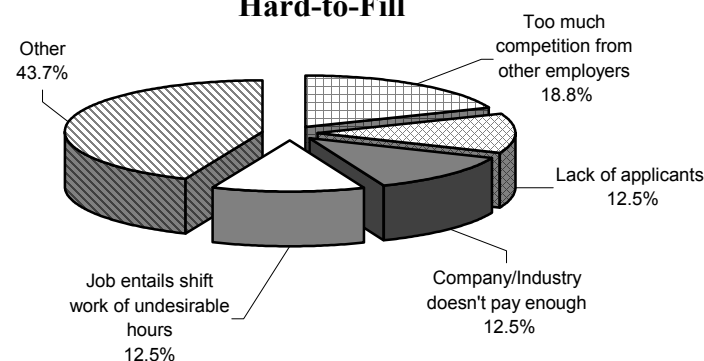
Note: Turnover is the number of employees who left the facility during the fiscal year.

Vacancy numbers are as of January 31<sup>st</sup> 2004.

For definitions of percent of vacancies and percent of turnovers see Appendix A.

There were only part-time dietitians in inpatient chemical dependency facilities in 2004.

**Figure 19**  
**Chemical Dependency Facilities – Responses of Why Vacancies Were Hard-to-Fill**



Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records

## Renal End-Stage Facilities

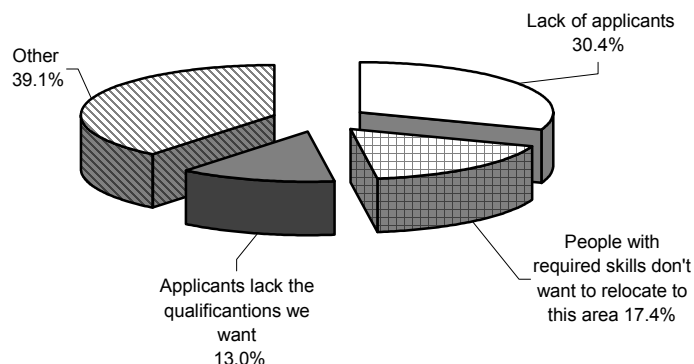
Out of the 20 renal end-stage facilities in South Dakota, 15 returned their survey for a return rate of 75 percent. Figure 21, on the next page, shows the key health care professionals that are employed in renal end-stage facilities. The position with the highest vacancy rate was nephrologist with 25 percent, while the position with the lowest vacancy rate was dietitian, licensed practical nurse, pharmacist, physical therapist, physician, and social worker all with 0 percent. The position with the highest turnover rate was medical technician with 20.5 percent, while the position with the lowest turnover rate was licensed practical nurse, nephrologists, pharmacist, and physician all with 0 percent. Overall, renal end-stage facilities had 2.5 percent of budgeted vacancies and 9.3 percent of turnovers.

Figure 20 shows the responses why vacancies were hard-to-fill in renal end-stage facilities. The top three responses for why vacancies were hard-to-fill were “lack of applicants”, “people with required skills don’t want to relocate to this area”, and “applicants lack the qualifications we want”, respectively.

### Renal End-Stage Facility Defined

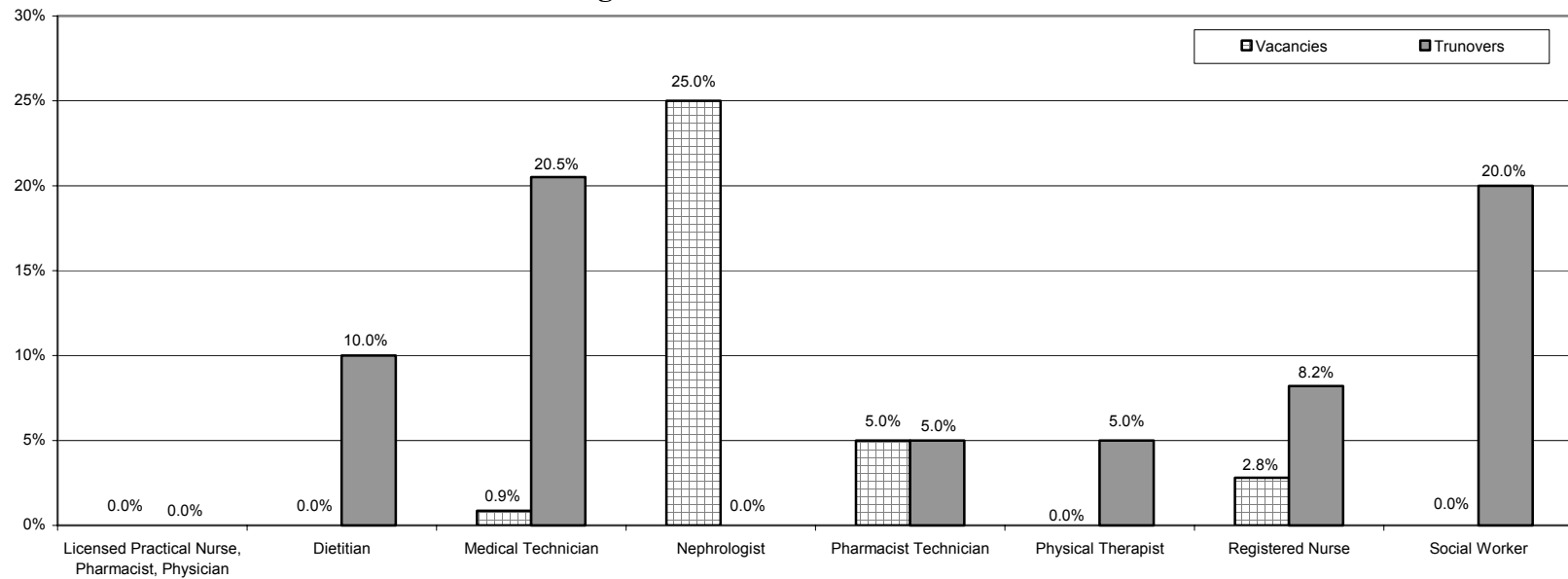
*Renal end-stage facility is defined as a facility that provides staff-assisted hemodialysis services in an outpatient setting. May also provide peritoneal dialysis and hemodialysis training.*

**Figure 20**  
**Renal End-Stage Facilities – Responses of Why Vacancies Were Hard-to-Fill**



Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records

**Figure 21**  
**Renal End-Stage Facilities – Percent of Vacancies and Turnovers**



Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

Vacancy numbers are as of January 31<sup>st</sup> 2004.

For definitions of percent of vacancies and percent of turnovers see Appendix A.

There were no physical therapist assistants, psychologists, and psychiatrists in renal end-stage facilities in 2004.

## Home Health Agencies

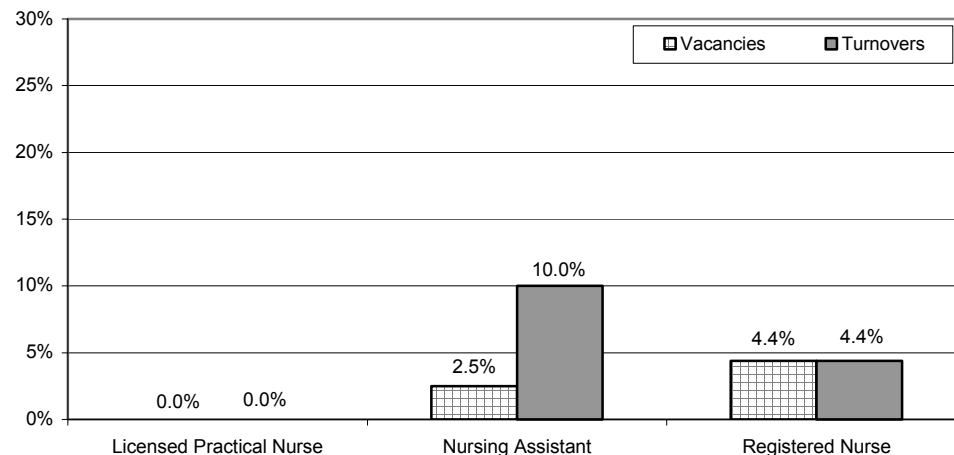
Out of the 59 home health agencies in South Dakota, 40 returned their survey for a return rate of 67.8 percent. Figure 22 shows the key health care professionals that are employed in home health agencies. They include licensed practical nurse, nursing assistant, and registered nurse. The position with the highest vacancy rate was registered nurse with 4.4 percent, while the position with the lowest vacancy rate was licensed practical nurse with 0 percent. The position with the highest turnover rate was nursing assistant with 10.0 percent, while the position with the lowest turnover rate was licensed practical nurse with 0 percent. Overall, home health agencies had 3.4 percent of budgeted vacancies and 6 percent of turnovers.

Figure 23 shows the reasons why vacancies were hard-to-fill in home health agencies. The top response for why vacancies were hard-to-fill was “lack of applicants”. The second highest response had a tie between “company/industry doesn’t pay enough”, and “applicants lack the qualifications we want”.

## Home Health Agency Defined

*Home health agency is defined as a public or private agency that provides skilled nursing services and at least one other service, either directly or under contract, to individuals in their homes.*

**Figure 22**  
**Home Health Agencies – Percent of Vacancies and Turnovers**



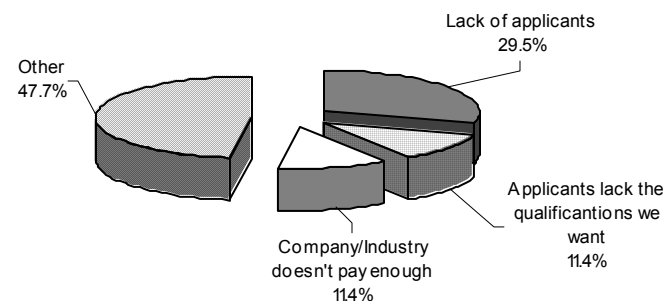
Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

Vacancy numbers are as of January 31<sup>st</sup> 2004.

For definitions of percent of vacancies and percent of turnovers see Appendix A.

**Figure 23**  
**Home Health Agencies – Responses of Why Vacancies Were Hard-to-Fill**



Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records

## Nursing Facilities

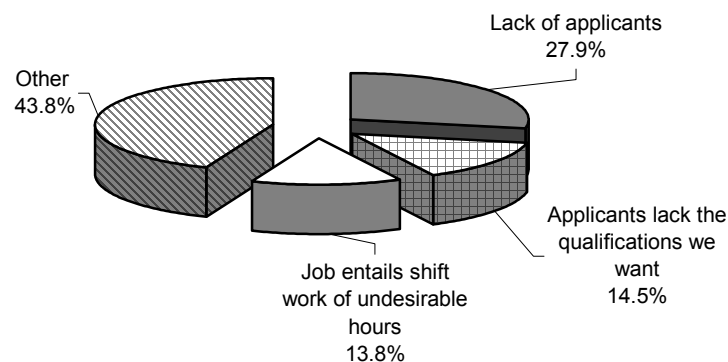
Out of the 113 nursing facilities in South Dakota, 112 returned their survey for a return rate of 99.1 percent. Figure 25, on the next page, shows the key health care professionals that are employed in nursing facilities. The position with the highest vacancy rate was certified nurse practitioner with 20 percent, while the position with the lowest vacancy rate was accredited record technician, dietitian, health unit clerk, MDS coordinator, and physician all with 0 percent. The position with the highest turnover rate was also certified nurse practitioner with 100 percent, while the position with the lowest turnover rate was accredited record technician, occupational therapist assistant, and physician all with 0 percent. Overall, nursing facilities had 3.8 percent of budgeted vacancies and 32.2 percent of turnovers.

Figure 24 shows the reasons why vacancies were hard-to-fill in nursing facilities. The top three responses for why vacancies were hard-to-fill were “lack of applicants”, “applicants lack the qualifications we want”, and “job entails shift work of undesirable hours”, respectively.

### Nursing Facility Defined

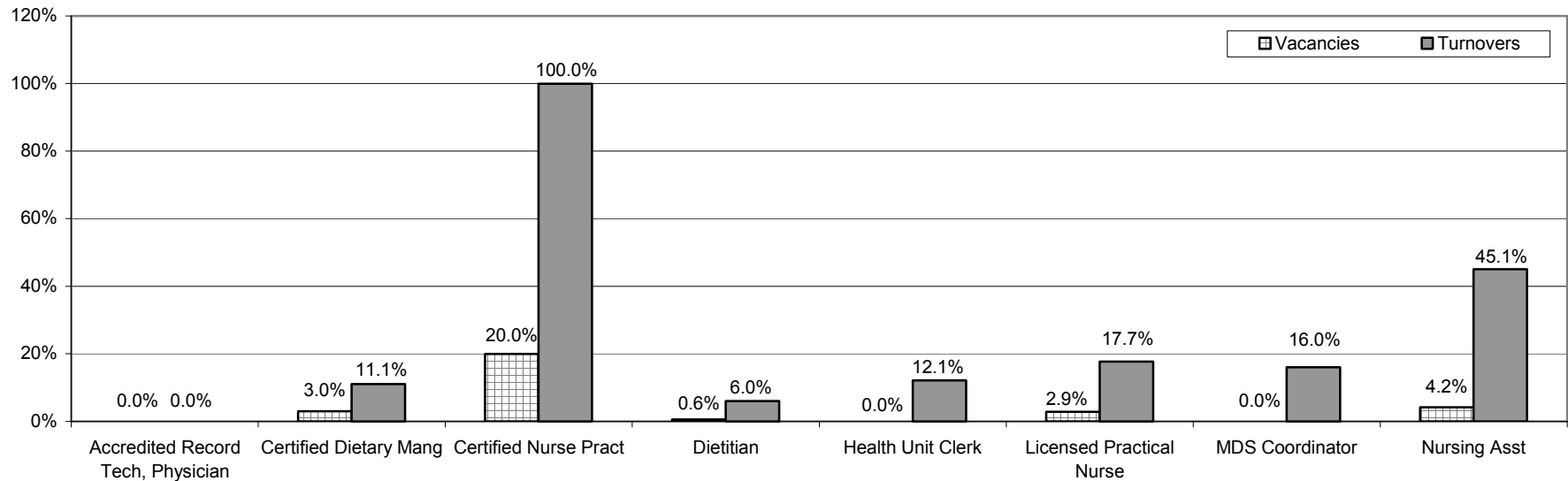
*Nursing facility is defined as an establishment which is maintained and operated for the express or implied purpose of providing care for a person or persons, whether for consideration or not, who are not acutely ill but do require nursing care and related medical services of such complexity as to require professional nursing care under the direction of a physician on a 24-hour per day basis.*

**Figure 24**  
**Nursing Facilities – Responses of Why Vacancies Were Hard-to-Fill**



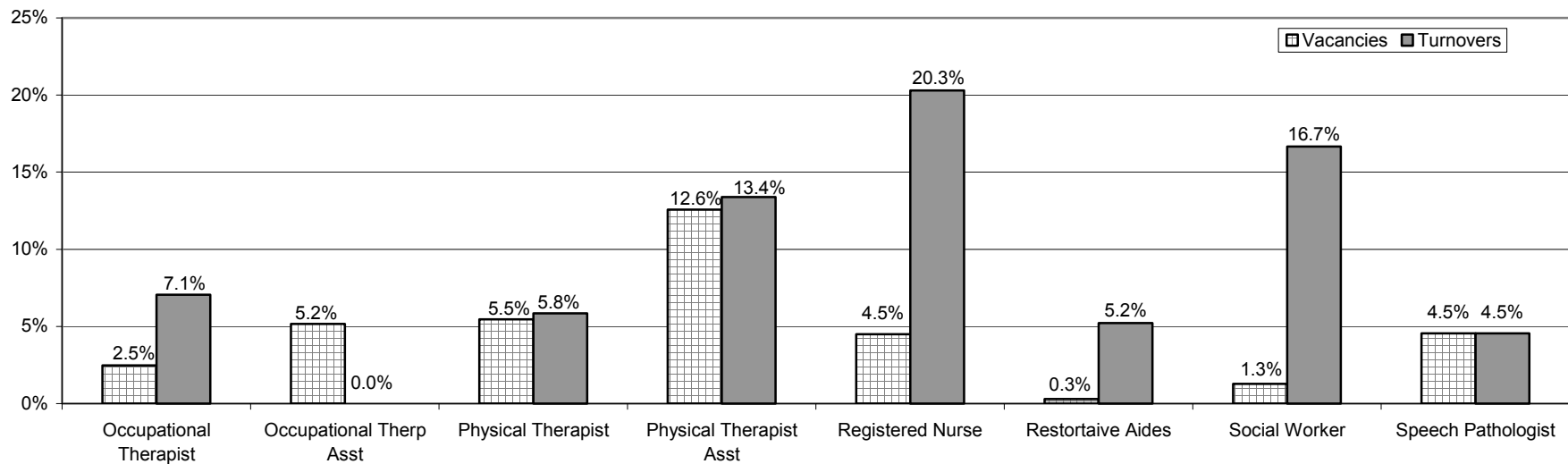
Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records

**Figure 25**  
**Nursing Facilities – Percent of Vacancies and Turnovers**



Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records  
 Note: Turnover is the number of employees who left the facility during the fiscal year.  
 Vacancy numbers are as of January 31<sup>st</sup> 2004.  
 For definitions of percent of vacancies and percent of turnovers see Appendix A.  
 There were only part-time certified coding specialists in nursing facilities in 2004.

**Figure 25**  
**Nursing Facilities – Percent of Vacancies and Turnovers (continued)**



Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records  
 Note: Turnover is the number of employees who left the facility during the fiscal year.  
 Vacancy numbers are as of January 31<sup>st</sup> 2004.  
 For definitions of percent of vacancies and percent of turnovers see Appendix A.

## Hospitals

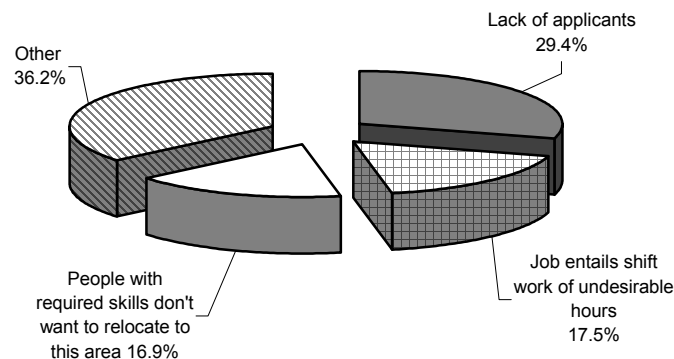
Out of the 68 hospitals (community, non-community and specialized) in South Dakota, 64 returned their survey for a return rate of 94.1 percent. Figure 27, on the next page, shows the key health care professionals that are employed in hospitals. The position with the highest vacancy rate was emergency medical technician with 61.1 percent, while the position with the lowest vacancy rate was audiologist, certified coding specialist, occupational therapist assistant, paramedic, and psychiatrist all with 0 percent. The position with the highest turnover rate was audiologist with 50 percent, while the position with the lowest turnover rate was certified dietary manager, emergency medical technician, podiatrist, psychiatrist, and registered record administrator all with 0 percent. Overall, hospitals had 9.4 percent of budgeted vacancies and 10.1 percent of turnovers.

Figure 26 shows the responses why vacancies were hard-to-fill in hospitals. The top three responses for why vacancies were hard-to-fill were “lack of applicants”, “job entails shift work of undesirable hours”, “people with required skills don’t want to relocate to this area”, respectively.

### Hospitals Defined

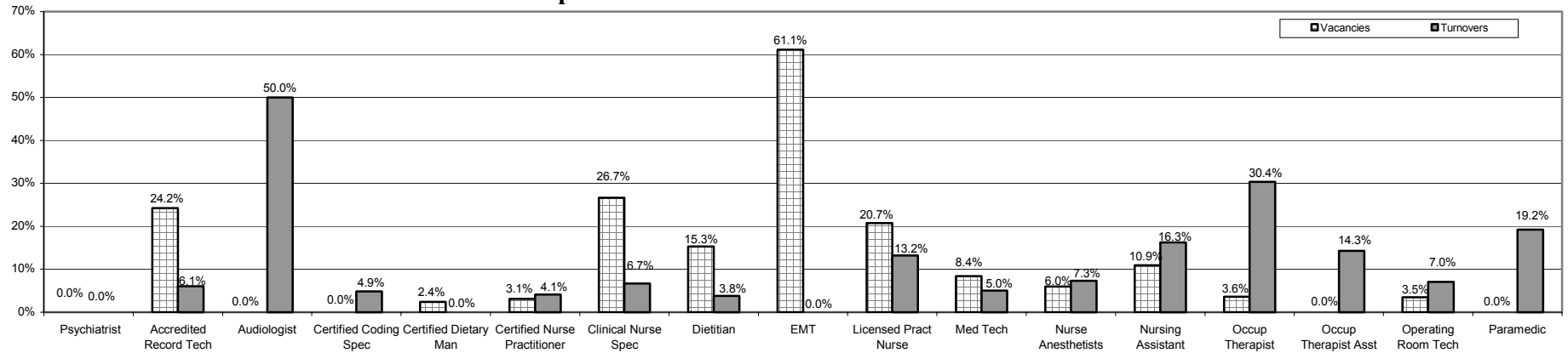
*Hospital is defined as an establishment with an organized medical staff with permanent facilities that include inpatient beds and is primarily engaged in providing, by or under the supervision of physicians, to inpatients any of the following services: diagnostic or therapeutic services for medical diagnosis, treatment, or care of injured, disabled or sick persons; obstetrical services including the care of the newborn; rehabilitation services for the rehabilitation of injured, disabled or sick persons.*

**Figure 26**  
**Hospitals – Responses of Why Vacancies Were Hard-to-Fill**



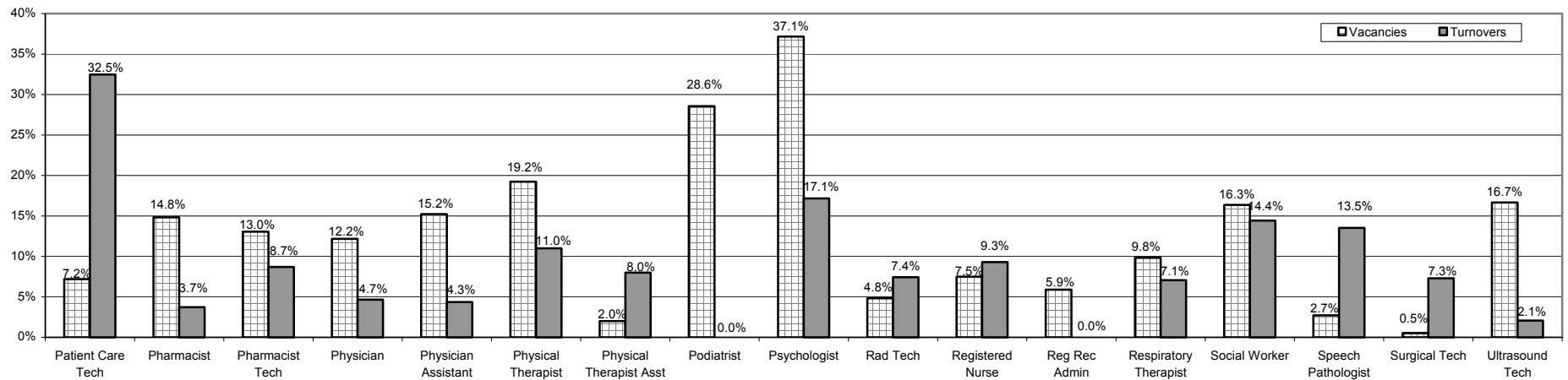
Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records

**Figure 27**  
**Hospitals – Percent of Vacancies and Turnovers**



Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records  
 Note: Turnover is the number of employees who left the facility during the fiscal year.  
 Vacancy numbers are as of January 31<sup>st</sup> 2004.  
 For definitions of percent of vacancies and percent of turnovers see Appendix A.  
 There were no chiropractors in hospitals in 2004.

**Figure 27**  
**Hospitals – Percent of Vacancies and Turnovers (continued)**



Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records  
 Note: Turnover is the number of employees who left the facility during the fiscal year.  
 Vacancy numbers are as of January 31<sup>st</sup> 2004.  
 For definitions of percent of vacancies and percent of turnovers see Appendix A.

## Rural Health Clinics

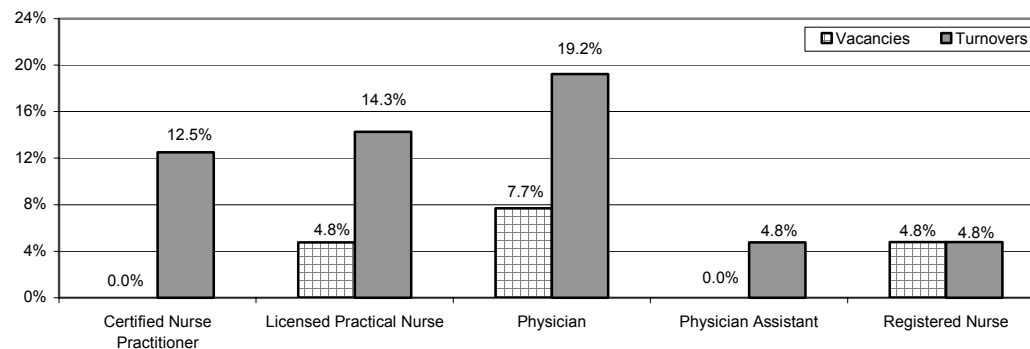
Out of the 54 rural health clinics in South Dakota, 39 returned their survey for a return rate of 72.2 percent. Figure 28 shows the key health care professionals that are employed in rural health clinics. They include certified nurse practitioner, licensed practical nurse, physician, physician assistant, and registered nurse. The position with the highest vacancy rate was physician with 7.7 percent, while the position with the lowest vacancy rate was certified nurse practitioner and physician assistant both with 0.0 percent. The position with the highest turnover rate was also physician with 19.2 percent, while the position with the lowest turnover rate was physician assistant and registered nurse both with 4.8 percent. Overall, rural health clinics had 4.1 percent of budgeted vacancies and 11.3 percent of turnovers.

Figure 29 shows the reasons why vacancies were hard-to-fill in rural health clinics. The top three responses for why vacancies were hard-to-fill were “people with required skills don’t want to relocate to this area”, “lack of applicants”, and “job entails shift work of undesirable hours”, respectively.

### Rural Health Clinic Defined

*A rural health clinic is a clinic that receives increased Medicare and Medicaid reimbursement to help ensure the provision of primary care services to rural and underserved areas.*

**Figure 28**  
**Rural Health Clinics – Percent of Vacancies and Turnovers**



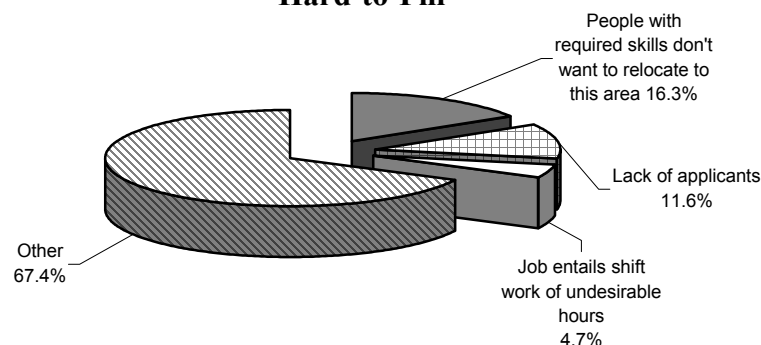
Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

Vacancy numbers are as of January 31<sup>st</sup> 2004.

For definitions of percent of vacancies and percent of turnovers see Appendix A.

**Figure 29**  
**Rural Health Clinics – Responses of Why Vacancies Were Hard-to-Fill**



Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records

## Clinics

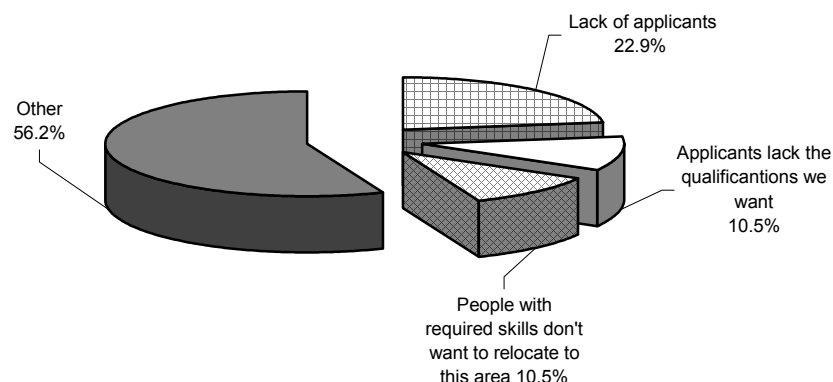
Out of the 211 clinics in South Dakota, 165 returned their survey for a return rate of 78.2 percent. Figure 31, on the next page, shows the key health care professionals that are employed in clinics. The position with the highest vacancy rate was medical technician with 12.3 percent, while the position with the lowest vacancy rate was certified nurse midwife, clinical nurse specialist, occupational therapist, and physical therapist all with 0 percent. The position with the highest turnover rate was certified nurse practitioner with 16.4 percent, while the position with the lowest turnover rate was certified nurse midwife, clinic nurse specialist, and occupational therapist all with 0 percent. Overall, clinics had 4.6 percent of budgeted vacancies and 5.7 percent of turnovers.

Figure 30 shows the responses why vacancies were hard-to-fill in clinics. The top response for why vacancies were hard-to-fill was “lack of applicants”. The second highest response had a tie between “applicants lack the qualifications we want” and “people with required skills don’t want to relocate to this area”.

### Clinics Defined

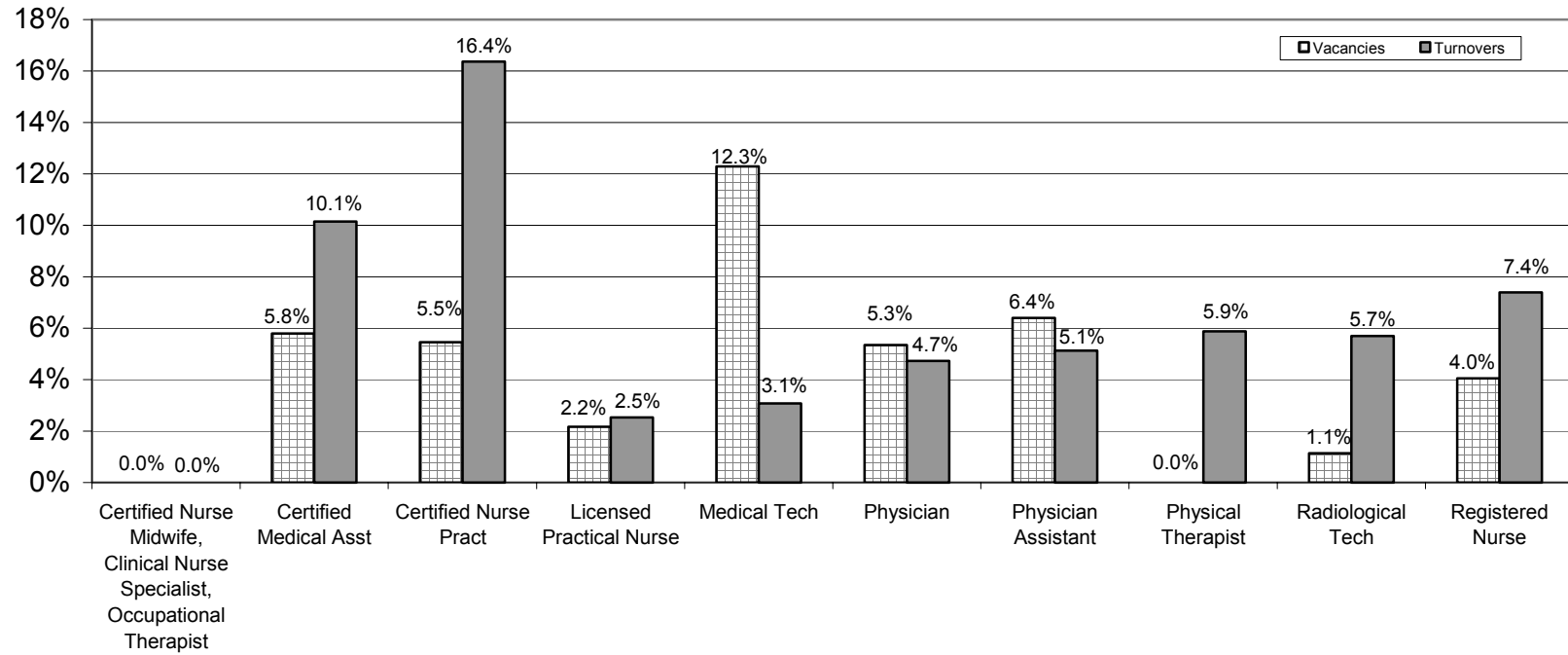
*An institution, building, or part of a building where patients who do not require hospitalization or institutionalization are cared for.*

**Figure 30**  
**Clinics – Responses of Why Vacancies Were Hard-to-Fill**



Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records

**Figure 31**  
**Clinics – Percent of Vacancies and Turnovers**



Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records  
 Note: Turnover is the number of employees who left the facility during the fiscal year.  
 Vacancy numbers are as of January 31<sup>st</sup> 2004.  
 For definitions of percent of vacancies and percent of turnovers see Appendix A.

## Intermediate Care Facility for the Mentally Retarded

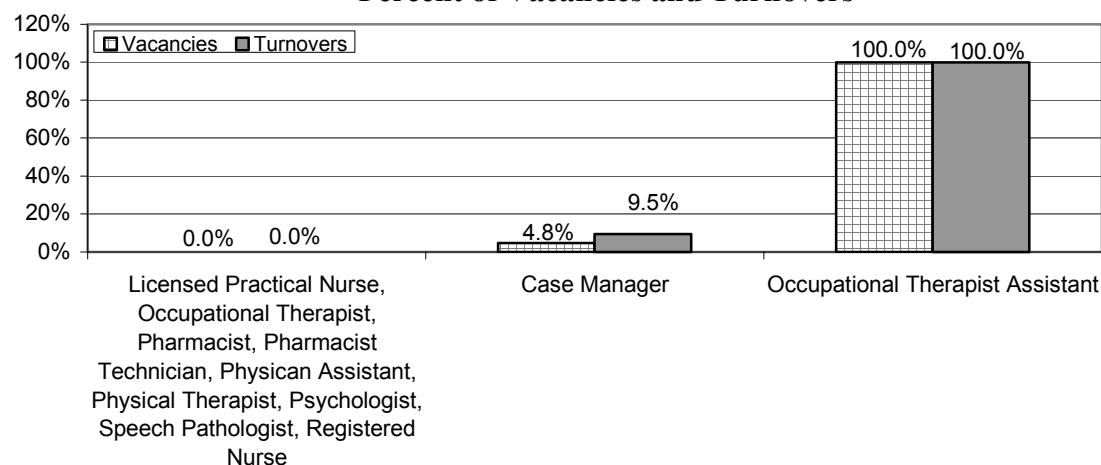
Figure 32 shows the key health care professionals that are employed in intermediate care facilities for the mentally retarded. There is only one licensed Intermediate Care Facility for the Mentally Retarded in South Dakota which is reflected in this report. The position with the highest vacancy rate was occupational therapist assistant with 100 percent followed by case manager with 4.8 percent. The position with highest turnover rate was again occupational therapist with 100 percent followed by case manager with 9.5 percent. Overall, intermediate care facilities for the mentally retarded had 4.5 percent of budgeted vacancies and 6.8 percent of turnovers.

This year intermediate care facilities for the mentally retarded had no hard-to-fill vacancies therefore, summary data on hard-to-fill vacancies are not available.

### Intermediate Care Facility Defined

*An intermediate care facility is defined as an establishment which is maintained and operated for the expressed or implied purpose of providing care for a person or persons, whether for consideration or not, who do not require the degree of care and treatment which a hospital or skilled nursing facility is designed to provide but who, because of their mental or physical condition, require medical care and health services which can be made available to them only through institutional facilities.*

**Figure 32**  
**Intermediate Care Facilities for the Mentally Retarded –**  
**Percent of Vacancies and Turnovers**



Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

Vacancy numbers are as of January 31<sup>st</sup> 2004.

For definitions of percent of vacancies and percent of turnovers see Appendix A.

There were no certified dietary managers, certified nurse practitioners, physicians, physical therapist assistants, psychiatrists, nursing assistants, restorative aides, and social workers in intermediate care facilities for the mentally retarded in 2004.